



FORENSIC FIREARM & TOOLMARK EXAMINER

COMPETITION: #26105-81000547 / 26103-81000573

STATUS: Temporary full-time
SECTION: Forensic Firearm & Toolmark Unit, Forensic Services Section
HOURS OF WORK: 4-Day Compressed Work Week
SALARY: Pay Grade 26 - \$45.62 to \$53.91 per hour
COMPETITION END DATE: Friday, August 7, 2026

Responsible for providing Forensic Firearm and Toolmark Identification services for the Vancouver Police Department and other law enforcement agencies as required.

This is an understudy position requiring successful completion of a minimum of two years of on-the-job training, with an additional year of supervised casework to be successful in this position. Training to become a qualified Forensic Firearm and Toolmark Examiner requires a high degree of professionalism, scientific accuracy, and adherence to legal and evidentiary standards.

ESSENTIAL DUTIES

- Examines a variety of physical evidence for toolmarks and damage in order to determine a relationship between the toolmarks and suspect tools using acceptable methodology
- Examines and physically matches various materials for same source determination
- Examines and test fires firearms to determine their mechanical condition and legal classification
- Examines and identifies ammunition, ammunition components, and firearm parts and accessories, including air guns, modified blank firing guns, and flare guns
- Maintains and checks firearms with evidence from unsolved case files
- Examines gunshot residue to perform distance determinations
- Mixes and applies chemical reagents for serial number restorations and range determination testing
- Performs accurate and complete forensic examinations and prepares reports and certificates of analyst as required
- Forms opinions based on observations using a generally accepted range of conclusions in the scientific community
- Interprets visual and microscopic marks with careful consideration of uniqueness
- Gives opinions on possible bullet trajectories at crime scenes
- Maintains evidentiary continuity regarding various forms of physical evidence
- Provides expert witness testimony in court based on examination findings
- Maintains certification and keeps current on new methodologies in the field of forensic firearm and toolmark identification
- Completes proficiency examinations
- Acts as a consultant for the VPD on scientific matters and helps at crime scenes
- Attends autopsies to help with entrance and exit wound determination and evidence retrieval
- Ensures safety protocols with respect to the shooting and handling of firearms, lead exposure, and chemical and biohazardous procedures are maintained
- Performs administrative and technical peer reviews of work notes, forensic reports, and certificates of analyst
- Manages unit caseload to meet court disclosure deadlines and priority investigations
- Prepares and co-ordinates relevant documentation to ensure thoroughness in investigations and for court presentation including a current and relevant CV
- Work collaboratively with sworn officers, investigators, Crown Counsel, forensic technicians, and external laboratories.
- Other related duties and responsibilities as assigned



KNOWLEDGE, SKILLS & ABILITIES:

Required:

- Successful completion of Canadian Firearms Safety Course
- Working knowledge of Vancouver Police Department policies
- Working knowledge of Excel, Word, and PRIME

Preferred:

- Thorough knowledge of crime scene processing techniques, evidence handling, and criminal investigation methods, especially in the field of scientific analysis and the examination of physical evidence
- Thorough working knowledge of firearm function and handling
- Experience providing courtroom testimony
- Ability to design, construct, modify, and test various types of laboratory equipment
- Ability to maintain adequate laboratory notes and records
- Ability to do original research work and to devise new methods of testing
- Skill in performing complex laboratory tests and in interpreting their results
- Working knowledge of court admissibility standards, the laws of evidence, and their application to the preparation and submission of exhibits in court
- Ability to write technical reports and articulate scientific information and expert opinion to investigators and the Courts in a professional and impartial manner
- Ability to use time and resources productively to complete investigations or projects within diary dates and meet the required standard
- Ability to maintain positive working relationships in a team environment

EXPERIENCE

Required:

- Willingness and ability to complete the mandatory understudy training program of a minimum of two years
- Willingness and ability to work in a police environment, including attending crime scenes, and exposure to unsettling and/or graphic scenes, deceased persons, biologically contaminated materials, human remains, and other hazardous materials
- Crime scene work may occur in all weather conditions and at various hours
- Willingness to be called out on a rotational basis
- Willingness and ability to maintain standing or sitting positions for extended periods of time
- Required to attend courses to achieve and maintain professional skills to be declared an expert witness in various courts of law
- Required to be sworn in as a Special Municipal Constable and to consequently be governed under the Police Act
- Valid BC Driver's licence
- Must attend an annual high stress work area debrief with a registered psychologist
- All employees must maintain their enhanced security clearance while employed with the Vancouver Police Department, which will be renewed every five years or as required



WORK ENVIRONMENT:

- The pace of work is unpredictable and there are stringent expectations and a strict standard of accuracy during a criminal investigation process which can contribute to increased stress.
- The role requires continuously balancing competing priorities amid frequent interruptions, which are routine and can contribute to mild to moderate stress levels.
- An ability to maintain composure and professionalism while delivering expert witness testimony.
- The role involves exposure to challenging and unpleasant crime scene environments, including graphic case materials such as detailed investigation descriptions and crime scene imagery.
- The role entails laboratory exposure to hazardous substances, including lead, solvents, chemicals, and biological materials (e.g., blood, tissue, bone), requiring the use of appropriate personal protective equipment to mitigate health risks.

EDUCATION

Required:

- Graduation with a minimum Bachelor of Science degree from a recognized post-secondary institution in a natural, physical or applied science
- Successful completion of Canadian Firearms Safety Course

SELECTION PROCESS

Candidates must complete a series of practical assessments evaluating attention to detail, pattern recognition, mechanical aptitude, problem-solving, reasoning, and comprehension skills. Practical testing constitutes 60% of the overall score, and a minimum score of 70% is required to advance to the interview stage. The interview accounts for the remaining 40%.

A laboratory tour will be scheduled after the application closing date, providing applicants with an opportunity to observe working conditions and ask questions about the position.

OTHER REQUIREMENT(S):

- May be called out on a rotational basis
- Examiners are required to attend courses to achieve and maintain professional skills to be declared an Expert Witness in various Courts of Law
- Required to be sworn in as a Special Municipal Constable and will be governed under the Police Act
- All employees must maintain their Enhanced Security Clearance while employed with the Vancouver Police Department. Enhanced Security Clearances will be renewed every 5 years.

NOTE: This position falls under the jurisdiction of Teamsters Local 31.

Applicants should submit a resume via email to vpd.civilian.jobs@vpd.ca by 4:30 p.m. on the closing date. The competition number must be indicated in the subject line of the email.

We thank all applicants, however, only those short-listed will be contacted.